



# **Civilian Personnel Mobilization and Deployment**

presented by

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# Types of Civilians



- Department of Army
- Army and Air Force Exchange Service
- Red Cross personnel
- Contractors

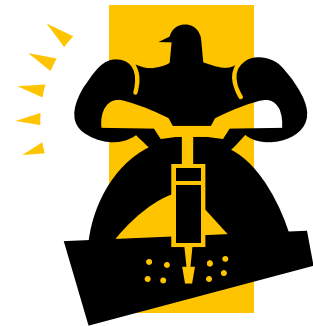




# Why Do We Deploy Civilians



- Provide expertise not available through uniform service members
- Lessen PERSTEMPO on uniform members
- Continuous logistical support
- Most effective use of Government resources
- Uncertainty of host nation support





# Currently Deployed in Support of OEF and OIF



•Army Contractors	19, 252
•Department of Army	3,785
•AAFES	183
•Red Cross	25

Source: DTAS (as of 2 Nov 06)

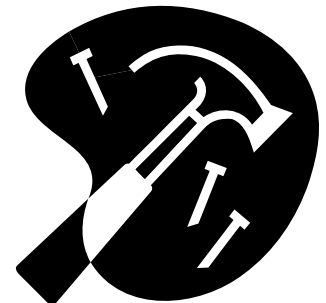




# Type Skills Commonly Provided by Civilians



- Logistics Management
- Contracting Specialist
- Engineering
- Weapons Systems repair and maintenance
- Equipment Specialist
- Heavy Mobile Equipment Mechanic
- Information Technology Management
- Quality Assurance
- Linguist (primarily by contractors)





# How Are Theater Requirements for Civilians Filled



- Army Civilians

- Preponderance filled by ASCC and DRU's directly

- Army Materiel Command (AMC): Logistics Support Representatives (LARs)

- U.S. Army Corps of Engineers (USACE): Engineering, housing, contracting, etc.

- Worldwide Individual Augmentation System (WIAS) used to fill requirements not met by MACOM direct

- Contractors

- Logistics Civilian Augmentation Program (LOGCAP)

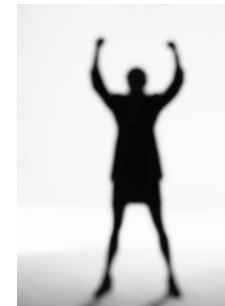
- Decentralized contracts coordinated by units and other organizations



# How Are Theater Requirements for Civilians Filled (Cont)



- Majority of positions/requirements filled by volunteers
- Army civilians typically deployed in a TDY status for 179 days
- Contractors deployed via a Letter of Authorization
  - Length ranges from days to months, up to a year or more





# Emergency Essential Positions



- Definition (DoDD 1404.10): Position overseas or to be transferred overseas during a crisis situation-or-require incumbent to deploy or perform temporary duty assignments overseas in support of a military operation
- Criteria
  - Position required to ensure success of combat operations or to support combat essential systems
  - Position contains highly specialized or technical duties which must be performed during hostilities, contingency operations, etc.
  - E-E positions can be located OCONUS or CONUS





# Emergency Essential Employee



- Conditions of Employment
  - Signed Agreement
  - Meet medical and fitness requirements
  - Participate in training
  - Exempt from military recall





# Combatant Commander's Responsibilities



- Command and control-Unit assigned/attached
- Support-Administrative, logistical, medical, housing
- Protect-Weapons for self protection,
- Account-Tracking
- Report-SITREPS, casualty reports



# CRC Deployment Functions



- Ensure completion of (Non-unit Related Personnel) soldier/civilian readiness processing (SRP)
- Coordinate theater-specific equipment, training and clothing
- Coordinate and conduct deployment and redeployment briefings
- Coordinate movement to and from POE/POD



# Current CRC-Related Activities



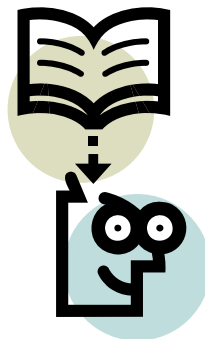
- Consolidation of the two CRCs (Benning and Bliss)
- DoD mandated JMS concept



# Policy/Guidance References



- DoDD 1404.10, Emergency Essential (E-E) DoD US Citizen Civilian Employees
- AR 690-11, Use and Management of Civilian Personnel in Support of Military Contingency Operations
- AR 715-9, Contractors Accompanying the Force (under revision)
- DA PAM 690-47, DA Civilian Employee Deployment Guide (under revision)
- DA PAM 715-16, Contractor Deployment Guide (under revision)
- DCS G-1 Personnel Policy Guidance (PPG)-  
[www.ArmyG1.army.mil](http://www.ArmyG1.army.mil)





# Deployed Civilian/Contractor HR Issues



- Accountability/tracking
- Medical and physical requirements
- Weapons (authorization to carry)
- Equipment (what's different from military issuance)
- Training (same as military?)
- Vetting of contractors
- Uniforms (who wears, how worn)
- Issuance of CACs (what version, benefits & entitlements authorized)
- Implementation of "CVS" for contractors
- Lack of centralized database of contractors providing services to Army
- Deployment Cycle Support (actions/responsibilities)



# Current Initiatives



- Revision of DoDD 1404.10, Emergency Essential (E-E) DoD US Citizen Civilian Employee
  - Change from DoDD to DoDI
  - Title changed to “Designation of Department of Defense (DoD) Employees for Contingencies and Emergencies
  - E-E designations expanded
    - Emergency-Essential (Military Operations)
    - Emergency-Essential (Crisis Response)
    - Emergency-Essential (Key)
    - Emergency-Essential (Capability-Based)
  - Foreign National E-Es



# Current Initiatives (Cont)



- Revision of AR 715-9, Contractors Accompanying the Force
  - Greatest change: Self-Readiness processing
- Recent draft GAO report: “Lack of training, by military, on their roles and responsibilities in connection with contractors





# Way-Ahead



- More dependent than ever on civilians
- Trained and ready
- Deployable (similar to the military)
- Mobility—natural part of doing business



# Questions



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